

BRANCH CHIEF I,  
INSPECTION SERVICES



DEPARTMENTAL PROMOTIONAL  
EXAMINATION - SPOT - SACRAMENTO

AB12/0028 (9FA23)

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation. It is an objective of the State of California to achieve a drug-free state workplace. Any applicant for State employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

WHO SHOULD APPLY

This is a departmental promotional examination for the California Department of Food and Agriculture. Applicants must meet one of the following criteria to participate in this examination.

- 1. Applicants must have a permanent civil service appointment with the California Department of Food and Agriculture as of the final filing date, in order to participate in this examination; or
- 2. Must be a current or former employee of the Legislature for two or more years as defined in Government Code §18990; or
- 3. Must be a current or former non-elected exempt employee of the Executive Branch for two or more consecutive years as defined in Government Code § 18992; or
- 4. Must be a person retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code § 18991.

**NOTE:** Veterans must provide a copy of their DD214 for entrance requirements.

**OR**

Under certain circumstances, other employees (i.e., former Department employees or current employees on TAU, T&D, and LT status) may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. This is a departmental promotional examination. Career credits do not apply.

HOW TO APPLY

Applications (Std 678) are available through the internet at <http://www.spb.ca.gov> and at the testing office shown below. Applications must be submitted to the California Department of Food and Agriculture no later than the **Final Filing Date, FRIDAY, APRIL 10, 2009.**

California Department of Food and Agriculture  
Human Resources Branch  
Attention: Cindy Torres  
1220 N Street, Room 242  
Sacramento, CA 95814

**DO NOT SUBMIT APPLICATIONS TO THE STATE PERSONNEL BOARD.**

APPLICATION DEADLINE

**FINAL FILING DATE: FRIDAY, APRIL 10, 2009.**

**Applications (STD 678) must be POSTMARKED no later than the final filing date. Applications postmarked, personally delivered, or received via interoffice mail after the final filing date will not be accepted for any reason.**

TEST DATE

It is anticipated that the examination will be sometime in **May or June 2009.**

TESTING METHOD

The testing method used may be one or a combination of the following: **ORAL OR WRITTEN EXAMINATION, EDUCATION & EXPERIENCE OR SUPPLEMENTAL APPLICATION.**

SPECIAL TESTING  
ARRANGEMENTS

If you have a disability and need special arrangements, mark the appropriate box in #2 of the application. You will be contacted to make specific arrangements. If you have not been contacted by the time you receive a notice to appear at a test, call the California Department of Food and Agriculture Exam Unit at (916) 654-0423.

REQUIRED IDENTIFICATION

**NOTE:** Applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination

SALARY RANGE

**\$6313 - \$6961**

**NOTE:** The salaries used in this bulletin are the latest available from the State Controller's Office, but may not reflect all of the pay raises granted recently. You should verify the salary levels with the department personnel office before making any commitments.

ELIGIBLE LIST INFORMATION

A Departmental "Promotional" list will be established for the California Department of Food and Agriculture. The eligible list will be abolished **12** months after it is established **unless** the needs of the service and conditions of the list warrant a change in this period.

REQUIREMENTS FOR  
ADMITTANCE TO THE  
EXAMINATION

**NOTE: IT IS YOUR RESPONSIBILITY TO MAKE SURE YOU MEET THE EDUCATION AND/OR EXPERIENCE REQUIREMENTS AS STATED BELOW. YOUR SIGNATURE ON YOUR APPLICATION INDICATES THAT YOU HAVE READ, UNDERSTOOD, AND POSSESS THE BASIC QUALIFICATIONS REQUIRED.**

MINIMUM QUALIFICATIONS

**NOTE: ALL APPLICATIONS/RESUMES MUST INCLUDE: "TO" AND "FROM" DATES (MONTH/DAY/YEAR); TIME BASE; AND JOB TITLES. APPLICATIONS/RESUMES RECEIVED WITHOUT THIS INFORMATION MAY BE REJECTED.**

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as "Either" I, "Or" II, "Or" III, etc. For example, candidates possessing qualifying experience amounting to 50 percent of the required time of Pattern I, and additional experience amounting to 50 percent of the required time of Pattern II, may be admitted to the examination as meeting 100 percent of the overall experience requirement.

**Either I**

One year of experience in the California Department of Food and Agriculture performing the duties of a class equivalent in level and responsibility to that of an Agricultural Program Supervisor I (Inspection Services)

**Or II**

Two years of experience in the California Department of Food and Agriculture performing the duties of a class equivalent in level and responsibility to that of a Grain and Commodity Supervisor II. **Or**

Three years of experience in the California Department of Food and Agriculture performing the duties of a class equivalent in level and responsibility to that of a Grain and Commodity Supervisor I.

MINIMUM QUALIFICATIONS

Continued

POSITION DESCRIPTION

EXAMINATION INFORMATION

SCOPE OF EXAM

AND

SCOPE OF ON-THE-JOB  
KNOWLEDGE AND ABILITIES

EDUCATION AND EXPERIENCE

SPECIAL NOTE:

VETERANS PREFERENCE

QUESTIONS?

**Americans with Disabilities Act, Title II:** The California Department of Food and Agriculture (CDFA) is committed to a strong policy of equal employment opportunity. To this end, CDFA does not discriminate against or exclude any person from participating in the employment process, advancement, benefits of employment, or in the admission and access to programs or activities administered by CDFA on the basis of: race; color; national origin; ancestry; religion; creed; sex; marital status; sexual orientation; pregnancy; age; veteran status; political affiliation; or disability (including AIDS) as required by Title II of the Americans with Disabilities Act (ADA). Reasonable accommodations for qualified individuals with disabilities will be made available upon request. Candidates must be able to perform the essential functions of the position with or without reasonable accommodations.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. If an offer of employment is made, a medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required. All job offers are subject to an approval process.

**If you meet the requirements** stated you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on the other side of this bulletin will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**Applications** are available at State Personnel Board offices, local offices of the Employment Development Department and the Department noted on the front.

**It is the candidate's responsibility** to contact the California Department of Food and Agriculture Examinations Unit three (3) days prior to the written test date if s/he has not received his/her notice.

**If a candidate's notice** of oral interview or performance test fails to reach him/her prior to the day of the interview due to a verified postal error, s/he will be rescheduled upon written request.

**For an examination** without a written feature it is the candidate's responsibility to contact the California Department of Food and Agriculture Examinations Unit at (916) 654-0422 three (3) weeks after the final filing date if s/he has not received a progress notice.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. Ordinarily, oral interviews are scheduled in Sacramento, San Francisco, and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: ① sub-divisional promotional, ② departmental promotional, ③ multi-departmental promotional, ④ service-wide promotional, ⑤ departmental open, ⑥ open. Eligible lists will expire in from one (1) to four (4) years unless otherwise stated on this bulletin.

**Interview Scope:** If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel may consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress s/he has made in his/her efforts toward self-development.

**Veterans Preference:** California law limits the granting of veterans preference credits to entrance examinations. Directions for applying for veterans preference are on the Veterans Preference Application form which is available from State Personnel Board office or written test proctors.

**High School Equivalence:** Equivalence to completion of the twelfth (12th) grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.

CALIFORNIA RELAY (TELEPHONE) SERVICE FOR THE DEAF OR HEARING IMPAIRED:  
FROM TDD PHONES: 1-800-735-2929 FROM VOICE PHONES: 1-800-735-2922

**Or III**  
**EXPERIENCE:** Five years of increasingly responsible professional experience in an agricultural inspection program, at least one of which shall have been in a supervisory capacity. [Experience in California state service applied toward the supervisory requirement must have been in a class comparable in a level and responsibility to that of an Agricultural Program Supervisor I (Inspection Services). ] **and**  
**EDUCATION:** Equivalent to graduation from college. (Additional qualifying experience may be substituted for the required education on a year-for-year basis.)  
**NOTE: SUBMISSION OF TRANSCRIPTS ARE REQUIRED TO VERIFY THE EDUCATION REQUIREMENT. FAILURE TO ATTACH TRANSCRIPTS MAY RESULT IN A DELAY OF YOUR APPROVAL TO COMPETE IN THE EXAMINATION.**

Under administrative direction, to plan, organize, and direct the activities of one or more programs in the Division of Inspection Services; to advise the Assistant Director, Deputy Directors, and Director on program and policy matters; to select, train and evaluate the performance of staff, and take or recommend appropriate action; to plan and administer personnel, budget, and related operational procedures; to evaluate program effectiveness and develop changes in methods and procedures; to establish and maintain cooperative relations with and to coordinate the work of the unit with Federal, State, and county agencies, agricultural interests and the public; to plan and direct technical training; to develop apply administrative policies and procedures; to draft and recommend proposed laws, rules, and regulations; to attend conferences and meetings; and to address interested groups; and prepare and review articles for publication.

This examination will consist of a Qualification Appraisal Interview only. The interview will include a number of predetermined job-related questions.

**Competitors who do not appear for the interview will be disqualified.**  
In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.

**QUALIFICATIONS APPRAISAL INTERVIEW – WEIGHTED 100%**  
**The California Department of Food and Agriculture and the State Personnel Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.**

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

- Knowledge of:**
- The California Agricultural Code and other State and Federal laws, rules, and regulations relating to agricultural inspection services;
  - Programs and policies of the Division of Inspection Services;
  - The legislative process;
  - Principles of public administration including personnel management, supervision, and budgeting;
  - The Department's Affirmative Action Program objectives;
  - Manager's/supervisor's responsibility for promoting equal opportunity in hiring and employee development and promotion, and for maintaining a work environment that is free of discrimination and harassment.

- Ability to:**
- Plan, organize, direct, and review the work of a staff of professional inspectors;
  - Establish and maintain cooperative relations with research institutions, industry organizations, governmental, and other agencies involved in agricultural production;
  - Analyze situations accurately and take effective action;
  - Draft and revise laws, rules, regulations, and policies;
  - Conduct hearings;
  - Address audiences;
  - Communicate effectively at a level required for successful job performance;
  - Effectively promote equal opportunity in employment and maintain a work environment that is free of discrimination and harassment.

If conditions warrant, this examination may utilize an evaluation of each competitor's experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his or her application. List all experience relevant to the "Requirements for Admittance to the Examination" shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted, but read the "Requirements for Admittance to the Examination" carefully to see what kind of information will be useful to the staff doing the evaluation.

Veterans preference credits will not be granted in this examination.

If you have any questions regarding this announcement, please contact the California Department of Food and Agriculture, Examination Unit, 1220 N Street, Suite 242, Sacramento, CA 95814 (916) 654-0423.